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DD/R # 546-62

11 SEP 1962

MEMORANDUM FOR: Deputy Director (Support)

SUBJECT: Supergrade Requirements

**REFERENCE: Memo from Director of Personnel to DDCI
re Agency Supergrade Requirements, dated
20 July 1962**

1. While I applaud the progress toward the improvement of the Agency's grade structure and competitive posture as exemplified by the referenced memorandum, I feel it necessary to request certain additional considerations for the DD/R.

2. As you are well aware the DD/R has since its inception emphasized the need for an improved grade structure or some special salary arrangements that would make possible the acquisition and retention of a caliber of personnel necessary to carry out the Agency's mission in the scientific and technical fields. The DD/R's primary personnel needs lie directly within the most highly competitive hiring market. A number of conversations on this problem and the needs for a special salary arrangement comparable to the PL 313 have been held with members of the Office of Personnel. Following some of these discussions we supplied a listing of [REDACTED] positions that we considered would need early establishment within the supergrade range in order to get the DD/R underway. This list was not intended as anything more than a provisional forecast and it was and still is considered essential that a special salary category be established for an additional number of positions in order to acquire the necessary expertise in the various scientific and engineering fields required for the furtherance of the DD/R mission. For these reasons, no request was made for a reserve supergrade contingent as seems to have been done by other major components of the Agency, though this approach may be necessary if the PL 313 type of arrangement proves impossible.

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3. Further, insofar as the [REDACTED] positions were concerned and not knowing whether the supergrade route or a special salary structure (ala PL 313) would be established, no GS grade or salary indications were affixed. It was very disappointing, therefore, to find in the referenced memorandum grade classifications below those desired and being requested in the specific T/O submissions which have been made or are now in process of preparation.

4. Accordingly, it is requested that:

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a. The referenced memorandum be amended to provide for [REDACTED] for the Assistant Directors and Deputy Assistant Directors, respectively, of each of the offices under the DD/R; i. e., Special Activities, ELINT, and Research and Development.

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b. The provision of a [REDACTED] for hard-to-get categories be pursued.

c. Your assistance be provided to insure that appropriate supergrade positions or supergrade quotas are included in the existing Agency activities which may be transferred to the DD/R.

5. These actions will contribute significantly to the ability of the DD/R to acquire necessary and appropriate staff to accomplish its mission.

Signed Herbert Scoville, Jr.

HERBERT SCOVILLE, JR.
Deputy Director
(Research)

cc: Director of Personnel

Distribution:

Orig & 1 - Addressee

1 - Dir. of Personnel

1 - [REDACTED] 25X1A

1 - DD/R Subject

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